



Salary & Benefits Guide 2025

Your Trusted Benchmark for Pay and Benefits

As we look ahead to 2026, I'm pleased to share this year's Salary & Benefits Guide, put together to support you with upcoming salary reviews, budgeting, and workforce planning.

The past 12 months have seen the market settle into a more balanced rhythm. Despite some ongoing economic pressures, activity across the South has remained steady, with continued demand for experienced professionals in Pre-construction, Commercial, and Site Delivery roles. Movement in the candidate market has stabilised, and retention has once again become a key focus for many of our clients.

Salaries have continued to rise, although at a more measured pace than in previous years. Many employers are now placing greater emphasis on strengthening their benefits packages to support attraction and retention, and the average salary across the sector remains one of the highest of any UK industry.

Most of the businesses we work with have reported stable or improved performance throughout 2025, and many are planning selective growth as we move into 2026.

This Guide outlines current salary bands for main contracting and development businesses across the South of England, informed by up-to-date market data and our own placement experience. I hope it gives you a useful benchmark as you plan for the year ahead. As always, if you want to discuss any specific roles, salary benchmarking, or upcoming recruitment needs, I'd be very happy to help.

Wishing you a successful end to 2025 and a strong start to the year ahead.



JARED LEE
MANAGING DIRECTOR

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These figures are our subjective opinion which are based on placements made during the past twelve months. As such they should not be relied upon for making employment or recruitment decisions as salaries and benefits vary greatly between companies, regions, etc. No responsibility will be accepted by FTS Construction Recruitment for any loss or inconvenience arising from action that is taken as a consequence of this information.

Regional Managing Director

	South East	South Central	South West
Salary Range	£173,000 to £220,500	£136,500 to £189,000	£121,000 to £142,000

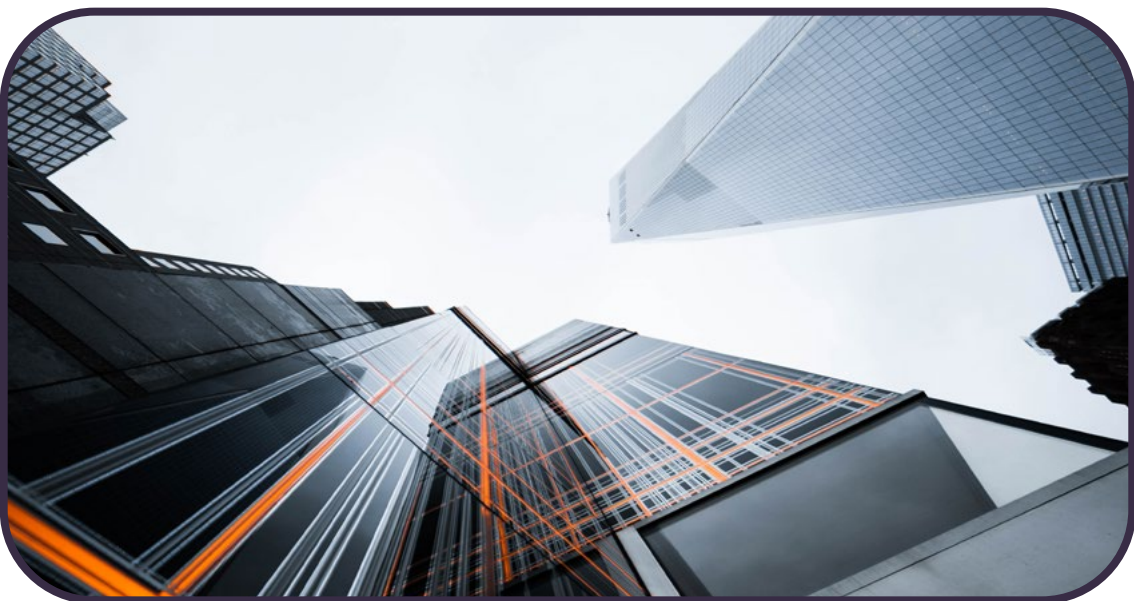
Car Allowance	£9,500 to £12,000
Pension	Up to 15%
Health	Family
Bonus	Up to 50%
Holiday Days	24 - 30 days plus Bank Holidays
Life	2 to 4 x Salary



Regional Commercial Director

	South East	South Central	South West
Salary Range	£147,000 to £189,000	£115,500 to £152,000	£105,000 to £131,000

Car Allowance	£8,500 to £10,000
Pension	Up to 10%
Health	Family
Bonus	Up to 30%
Holiday Days	Up to 28 days plus Bank Holidays
Life	2 to 4 x Salary



Regional Operations Director

	South East	South Central	South West
Salary Range	£147,000 to £189,000	£121,000 to £147,000	£100,000 to £126,000

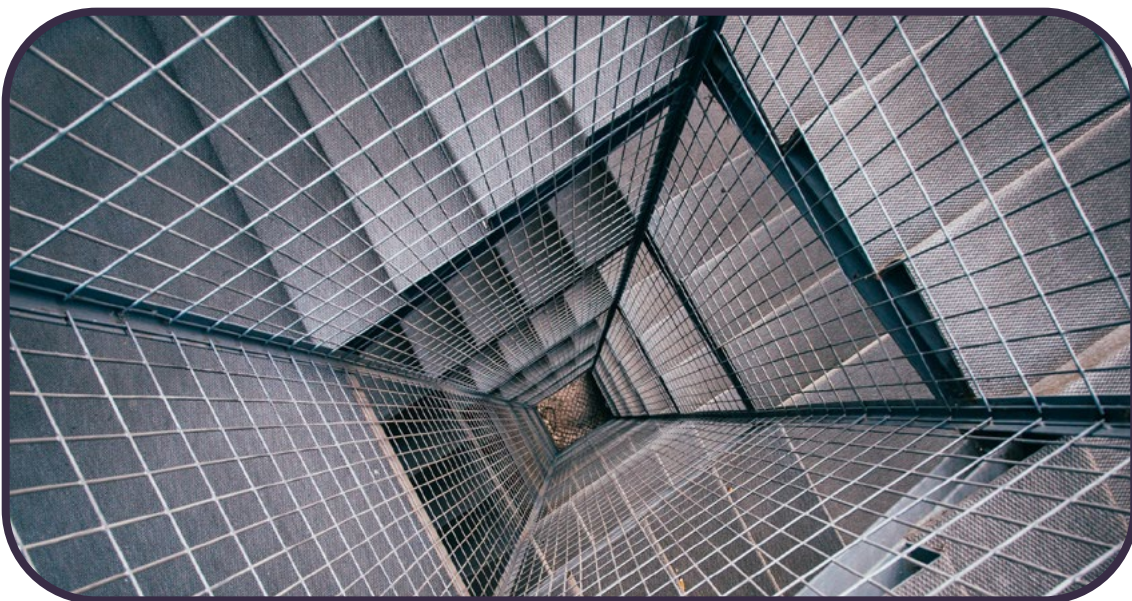
Car Allowance	£8,500 to £10,000
Pension	Up to 10%
Health	Family
Bonus	Up to 30%
Holiday Days	Up to 28 days plus Bank Holidays
Life	2 to 4 x Salary



Regional Pre-construction Director

	South East	South Central	South West
Salary Range	£136,500 to £168,000	£115,500 to £136,500	£100,000 to £121,000

Car Allowance	£8,500 to £10,000
Pension	Up to 10%
Health	Family
Bonus	Up to 30%
Holiday Days	Up to 28 days plus Bank Holidays
Life	2 to 4 x Salary



Regional Business Development Director

	South East	South Central	South West
Salary Range	£121,000 to £157,500	£94,500 to £121,000	£84,000 to £115,000

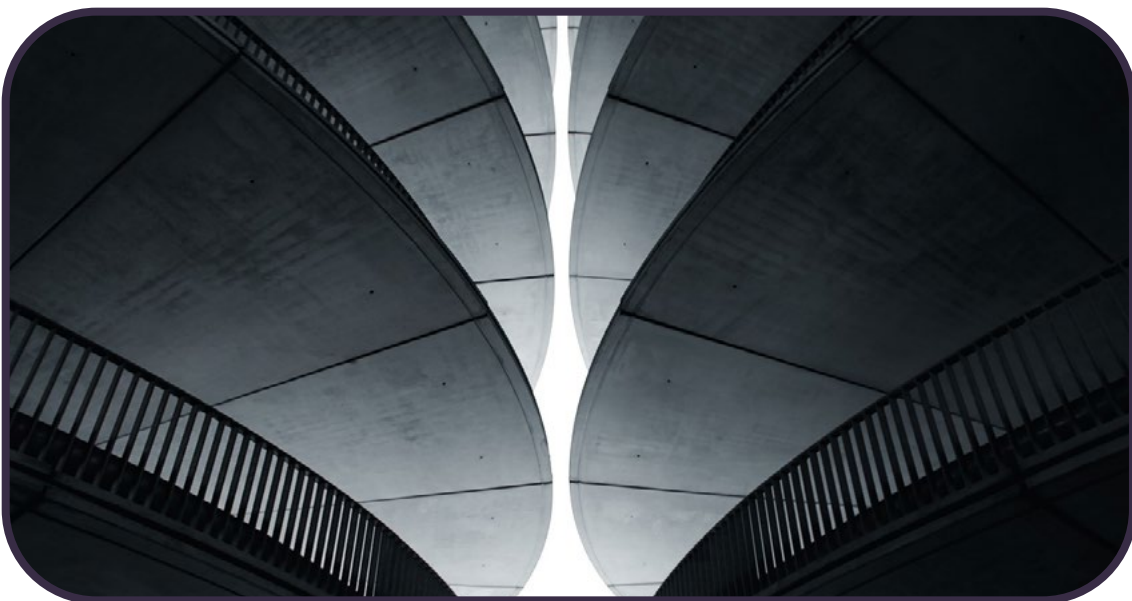
Car Allowance	£8,500 to £10,000
Pension	Up to 10%
Health	Family
Bonus	Varies
Holiday Days	Up to 28 days plus Bank Holidays
Life	2 to 4 x Salary



Pre-construction Manager

	South East	South Central	South West
Salary Range	£100,000 to £115,000	£89,000 to £100,000	£75,000 to £85,000

Car Allowance	£8,500 to £10,000
Pension	Up to 10%
Health	Family
Bonus	Up to 25%
Holiday Days	Up to 28 days plus Bank Holidays
Life	2 to 4 x Salary



Business Development Manager

	South East	South Central	South West
Salary Range	£80,000 to £95,000	£73,500 to £94,500	£65,000 to £80,000

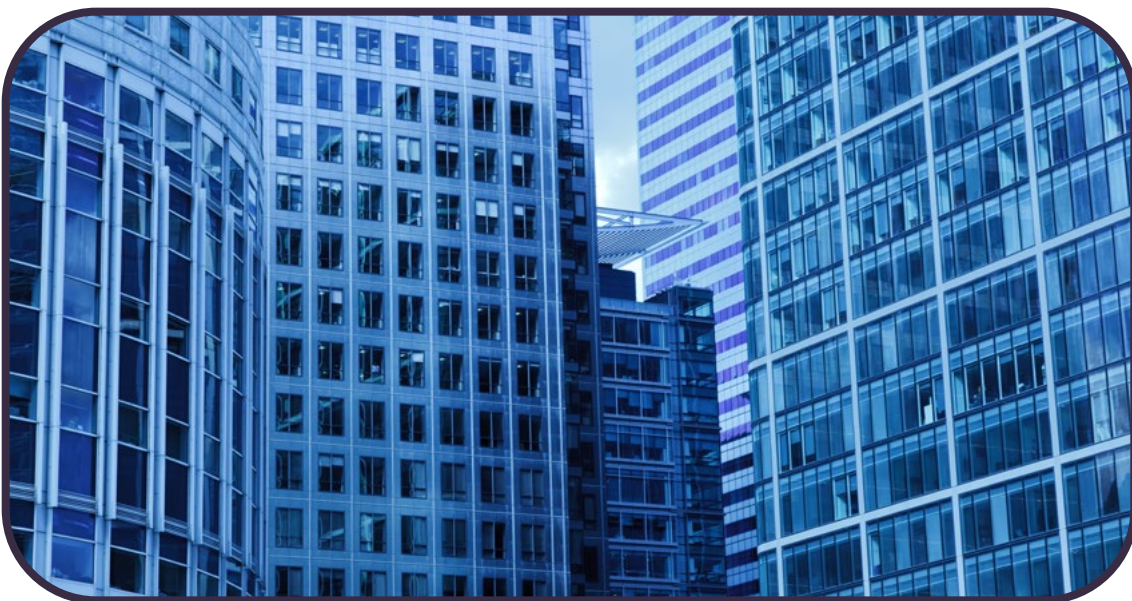
Car Allowance	£6,000 to £8,500
Pension	Up to 8%
Health	Family
Bonus	Up to 50%
Holiday Days	Up to 26 days plus Bank Holidays
Life	2 to 4 x Salary



Key Account Manager / Framework Manager

	South East	South Central	South West
Salary Range	£90,000 to £105,000	£79,000 to £94,500	£65,000 to £75,000

Car Allowance	£6,000 to £8,500
Pension	Up to 8%
Health	Family
Bonus	Up to 25%
Holiday Days	Up to 26 days plus Bank Holidays
Life	2 to 4 x Salary



Senior Estimator

	South East	South Central	South West
Salary Range	£75,000 to £100,000	£73,500 to £94,500	£60,000 to £77,500

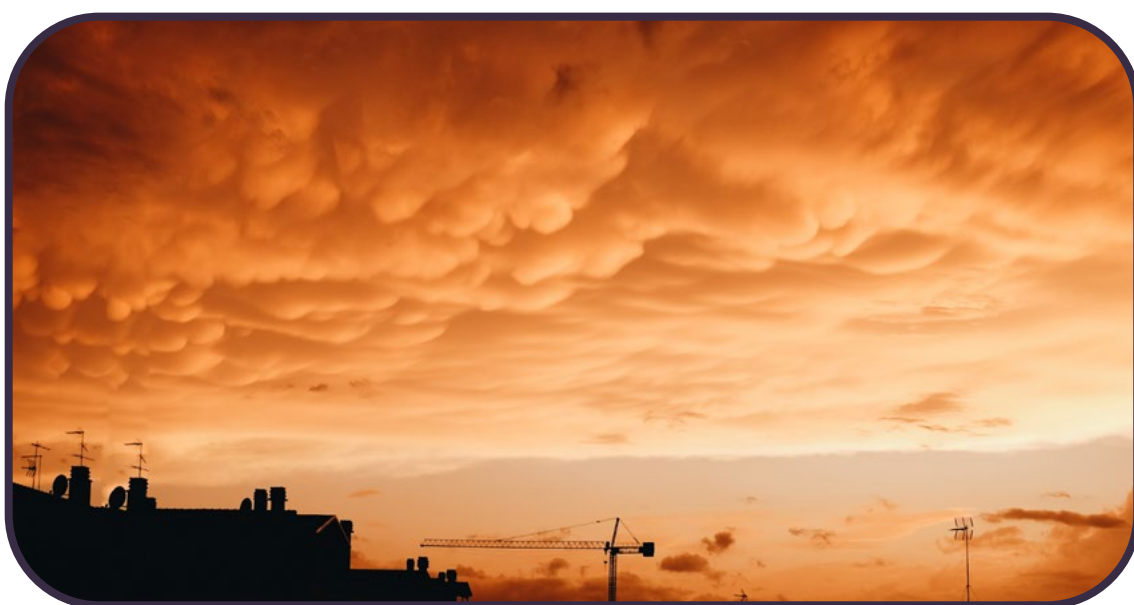
Car Allowance	£5,500 to £7,000
Pension	Up to 8%
Health	Spouse
Bonus	Up to 15%
Holiday Days	Up to 26 days plus Bank Holidays
Life	2 to 4 x Salary



Bid Manager

	South East	South Central	South West
Salary Range	£85,000 to £95,000	£73,500 to £94,500	£60,000 to £75,000

Car Allowance	£5,500 to £7,000
Pension	Up to 8%
Health	Spouse
Bonus	Up to 15%
Holiday Days	Up to 26 days plus Bank Holidays
Life	2 to 4 x Salary



Senior Design Manager

	South East	South Central	South West
Salary Range	£80,000 to £95,000	£79,000 to £94,500	£65,000 to £80,000

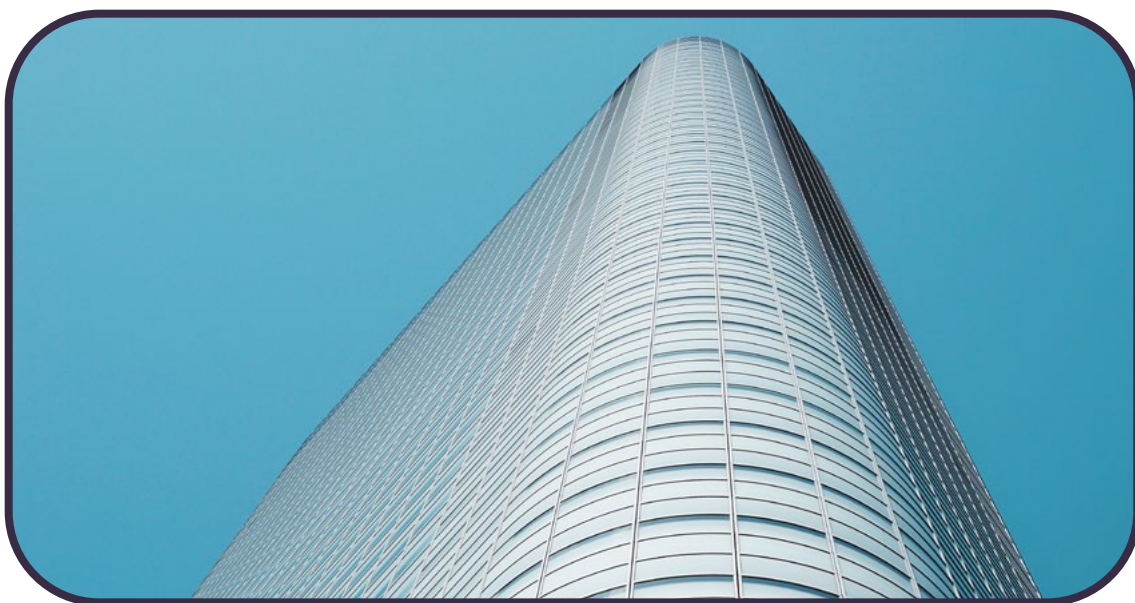
Car Allowance	£5,500 to £7,000
Pension	Up to 8%
Health	Spouse
Bonus	Up to 15%
Holiday Days	Up to 25 days plus Bank Holidays
Life	2 to 4 x Salary



Design Manager

	South East	South Central	South West
Salary Range	£65,000 to £75,000	£58,000 to £73,500	£50,000 to £65,000

Car Allowance	£5,500 to £7,000
Pension	Up to 8%
Health	Spouse
Bonus	Up to 15%
Holiday Days	Up to 25 days plus Bank Holidays
Life	2 to 4 x Salary



Senior Planner

	South East	South Central	South West
Salary Range	£75,000 to £95,000	£73,500 to £94,500	£60,000 to £75,000

Car Allowance	£5,500 to £7,000
Pension	Up to 8%
Health	Spouse
Bonus	Up to 15%
Holiday Days	Up to 25 days plus Bank Holidays
Life	2 to 4 x Salary



Planner

	South East	South Central	South West
Salary Range	£65,000 to £75,000	£63,000 to £73,500	£50,000 to £60,000

Car Allowance	£5,500 to £7,000
Pension	Up to 8%
Health	Spouse
Bonus	Up to 15%
Holiday Days	Up to 25 days plus Bank Holidays
Life	2 to 4 x Salary



Design Co-ordinator

	South East	South Central	South West
Salary Range	£55,000 to £65,000	£42,000 to £58,000	£40,000 to £50,000

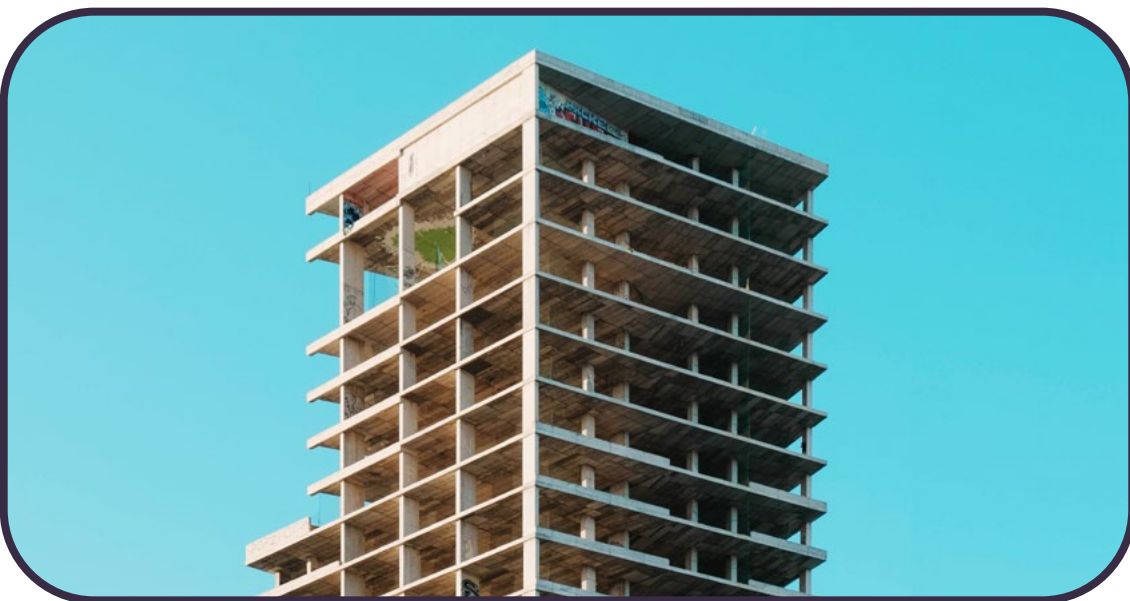
Car Allowance	£4,500 to £6,000
Pension	Up to 5%
Health	Single
Bonus	Up to 10%
Holiday Days	Up to 25 days plus Bank Holidays
Life	2 to 3 x Salary



Document Controller

	South East	South Central	South West
Salary Range	£40,000 to £55,000	£37,000 to £47,000	£30,000 to £40,000

Car Allowance	£4,500 to £6,000
Pension	Up to 5%
Health	Single
Bonus	Up to 10%
Holiday Days	Up to 25 days plus Bank Holidays
Life	2 to 3 x Salary



Estimator

	South East	South Central	South West
Salary Range	£55,000 to £75,000	£52,500 to £73,500	£40,000 to £60,000

Car Allowance	£4,000 to £5,000
Pension	Up to 5%
Health	Single
Bonus	Up to 10%
Holiday Days	Up to 25 days plus Bank Holidays
Life	2 to 3 x Salary



Assistant Estimator

	South East	South Central	South West
Salary Range	£37,500 to £52,500	£37,000 to £50,000	£30,000 to £40,000

Car Allowance	£4,000 to £5,000
Pension	Up to 5%
Health	Single
Bonus	Up to 10%
Holiday Days	Up to 25 days plus Bank Holidays
Life	2 to 3 x Salary



Commercial Manager

	South East	South Central	South West
Salary Range	£110,000 to £125,000	£94,500 to £115,500	£80,000 to £95,000

Car Allowance	£8,500 to £10,000
Pension	Up to 10%
Health	Family
Bonus	Up to 25%
Holiday Days	Up to 28 days plus Bank Holidays
Life	2 to 4 x Salary



Managing Quantity Surveyor

	South East	South Central	South West
Salary Range	£90,000 to £110,000	£84,000 to £100,000	£75,000 to £85,000

Car Allowance	£6,000 to £8,500
Pension	Up to 8%
Health	Family
Bonus	Up to 20%
Holiday Days	Up to 26 days plus Bank Holidays
Life	2 to 4 x Salary



Senior Quantity Surveyor

	South East	South Central	South West
Salary Range	£80,000 to £95,000	£73,500 to £94,500	£65,000 to £75,000

Car Allowance	£5,000 to £7,000
Pension	Up to 8%
Health	Spouse
Bonus	Up to 15%
Holiday Days	Up to 25 days plus Bank Holidays
Life	2 to 4 x Salary



Project Quantity Surveyor

	South East	South Central	South West
Salary Range	£65,000 to £75,000	£52,500 to £73,500	£50,000 to £57,500

Car Allowance	£4,000 to £6,000
Pension	Up to 8%
Health	Single
Bonus	Up to 10%
Holiday Days	Up to 25 days plus Bank Holidays
Life	2 to 3 x Salary



Assistant Quantity Surveyor

	South East	South Central	South West
Salary Range	£40,000 to £55,000	£37,000 to £47,000	£30,000 to £42,500

Car Allowance	£4,000 to £6,000
Pension	Up to 5%
Health	Single
Bonus	Up to 10%
Holiday Days	Up to 25 days plus Bank Holidays
Life	2 to 3 x Salary



Senior Buyer

	South East	South Central	South West
Salary Range	£55,000 to £65,000	£52,500 to £63,000	£45,000 to £55,000

Car Allowance	£4,500 to £6,000
Pension	Up to 8%
Health	Single
Bonus	Up to 15%
Holiday Days	Up to 25 days plus Bank Holidays
Life	2 to 4 x Salary



Buyer

	South East	South Central	South West
Salary Range	£45,000 to £55,000	£42,000 to £52,500	£40,000 to £45,000

Car Allowance	£4,000 to £6,000
Pension	Up to 5%
Health	Single
Bonus	Up to 10%
Holiday Days	Up to 25 days plus Bank Holidays
Life	2 to 3 x Salary



Assistant Buyer

	South East	South Central	South West
Salary Range	£35,000 to £45,000	£31,500 to £42,000	£27,500 to £40,000

Car Allowance	£4,000 to £5,000
Pension	Up to 5%
Health	Single
Bonus	Up to 10%
Holiday Days	Up to 25 days plus Bank Holidays
Life	2 to 3 x Salary



Operations Manager

	South East	South Central	South West
Salary Range	£110,000 to £125,000	£94,500 to £121,000	£80,000 to £95,000

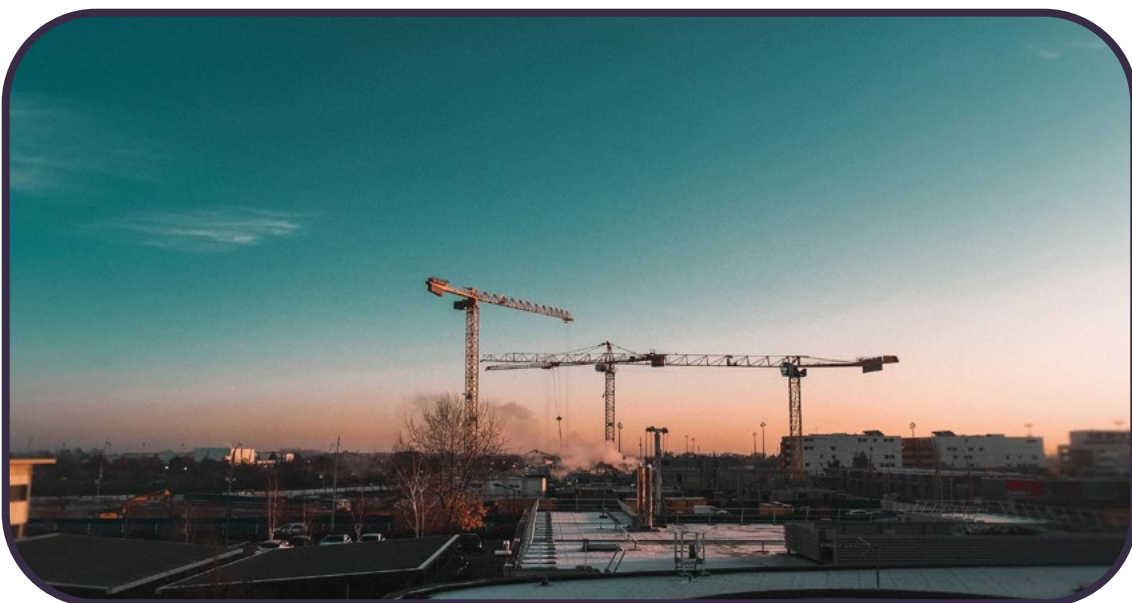
Car Allowance	£8,500 to £10,000
Pension	Up to 10%
Health	Family
Bonus	Up to 25%
Holiday Days	Up to 28 days plus Bank Holidays
Life	3 to 5 x Salary



Contracts Manager

	South East	South Central	South West
Salary Range	£95,000 to £110,000	£84,000 to £100,000	£72,500 to £83,750

Car Allowance	£8,500 to £10,000
Pension	Up to 10%
Health	Family
Bonus	Up to 25%
Holiday Days	Up to 28 days plus Bank Holidays
Life	3 to 5 x Salary



Project Director

	South East	South Central	South West
Salary Range	£105,000 to £120,000	£100,000 to £115,500	£80,000 to £93,000

Car Allowance	£6,000 to £8,500
Pension	Up to 6%
Health	Family
Bonus	Up to 20%
Holiday Days	Up to 26 days plus Bank Holidays
Life	2 to 4 x Salary



Senior Project Manager

	South East	South Central	South West
Salary Range	£90,000 to £105,000	£89,000 to £105,000	£75,000 to £85,000

Car Allowance	£6,000 to £8,500
Pension	Up to 6%
Health	Family
Bonus	Up to 20%
Holiday Days	Up to 26 days plus Bank Holidays
Life	2 to 4 x Salary



Project Manager

	South East	South Central	South West
Salary Range	£80,000 to £90,000	£73,500 to £89,000	£65,000 to £78,000

Car Allowance	£6,000 to £8,500
Pension	Up to 6%
Health	Family
Bonus	Up to 20%
Holiday Days	Up to 26 days plus Bank Holidays
Life	2 to 4 x Salary



Senior Site Manager

	South East	South Central	South West
Salary Range	£65,000 to £80,000	£65,500 to £73,500	£55,000 to £65,000

Car Allowance	£5,500 to £7,000
Pension	Up to 8%
Health	Spouse
Bonus	Up to 15%
Holiday Days	Up to 25 days plus Bank Holidays
Life	2 to 4 x Salary



Site Manager

	South East	South Central	South West
Salary Range	£60,000 to £70,000	£58,000 to £65,500	£50,000 to £57,000

Car Allowance	£5,500 to £7,000
Pension	Up to 8%
Health	Spouse
Bonus	Up to 15%
Holiday Days	Up to 25 days plus Bank Holidays
Life	2 to 4 x Salary



Senior Building Services Manager

	South East	South Central	South West
Salary Range	£75,000 to £90,000	£73,500 to £89,000	£65,000 to £75,000

Car Allowance	£5,500 to £7,000
Pension	Up to 8%
Health	Spouse
Bonus	Up to 15%
Holiday Days	Up to 25 days plus Bank Holidays
Life	2 to 4 x Salary



Building Services Manager

	South East	South Central	South West
Salary Range	£65,000 to £75,000	£63,000 to £73,500	£54,000 to £65,000

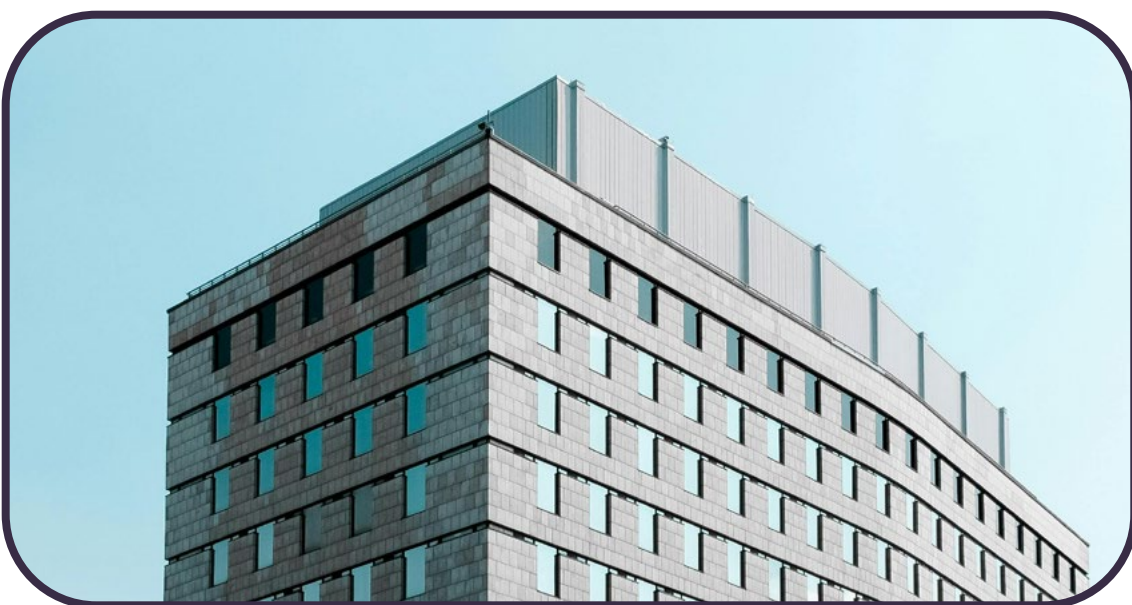
Car Allowance	£5,500 to £7,000
Pension	Up to 8%
Health	Spouse
Bonus	Up to 15%
Holiday Days	Up to 25 days plus Bank Holidays
Life	2 to 4 x Salary



General / Finishing Foreman

	South East	South Central	South West
Salary Range	£45,000 to £55,000	£47,000 to £52,500	£40,000 to £48,000

Car Allowance	£4,500 to £6,000
Pension	Up to 8%
Health	Single
Bonus	Up to 10%
Holiday Days	Up to 25 days plus Bank Holidays
Life	2 to 3 x Salary



Site Engineer > Regional Engineer

	South East	South Central	South West
Salary Range	£55,000 to £80,000	£47,000 to £73,500	£40,000 to £60,000

Car Allowance	£4,500 to £6,000
Pension	Up to 5%
Health	Single
Bonus	Up to 10%
Holiday Days	Up to 25 days plus Bank Holidays
Life	2 to 3 x Salary



Assistant Site Manager

	South East	South Central	South West
Salary Range	£40,000 to £50,000	£37,000 to £49,500	£30,000 to £40,000

Car Allowance	£4,000 to £5,000
Pension	Up to 5%
Health	Single
Bonus	Up to 10%
Holiday Days	Up to 25 days plus Bank Holidays
Life	2 to 3 x Salary



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